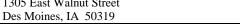
# Department of <u>Human Services</u> Facts - FY06

http://www.dhs.state.ia.us/dhs2005/dhs\_homepage/index.html

#### **General Information**

Address: Hoover Building 1305 East Walnut Street





### Contact Information Email Address

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## Workforce Data (unless otherwise noted, information provided is at the end of FY '06)

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# FT EEs: 5,520	# PT EEs: 38	# Temporary EEs: 136	Avg. Length of Service: 14.07	
Span of Control: 10.14	% Performance Evaluations Completed: 91.85% Total Unemployment Insurance Claims: 106			
Age Groups:	# of Females: 4,048	# of Minorities: 260	# of Persons With Disabilities: 265	
<25 164	% <b>of WF:</b> 73.33%	% <b>of WF:</b> 4.71%	% of WF: 4.80%	
25-34 913				
35-44 1,206	# of Males: 1,472	# of Non-minorities: 5,260	# of Persons With Non-Disabilities: 5,255	
45-54 1,938	% <b>of WF:</b> 26.67%	% <b>of WF:</b> 95.29%	% <b>of WF:</b> 95.20%	
55-64 1,225				
65+ 74				
Average Age: 46.05				
Officials/Administrators	Professionals	Technicians	Protective Service	
EEO Category 1: 427	EEO Category 2: 1,825	EEO Category 3: 998	EEO Category 4: 229	
Paraprofessionals	Administrative Services	Skilled Craft	Service/Maintenance	
EEO Category 5: 0	EEO Category 6: 631	EEO Category 7: 118	EEO Category 8: 1,292	
Separation Rate: 7.53%	Hire Rate: 12.38%	Number Hires: 636	Transfer In: 30	
Retirements: 62	All Terminations: 111	Voluntary Quits: 193	Transfer Out: 39	
# of Classes Used: 221 Most Populous Classes: Resident Treatment Worker (1,009), Income Maintenance Worker 2 (691), Social Worker 2 (614)				

### Leave and Benefits (unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$665,362.65	Sick Leave Payouts: \$102,456.75	Annual Payroll: \$242,061,350.24	Avg. Base Salary: \$42,787.00	Overtime Days Worked: 26,544.9	
Overtime Cost: \$5,842,329.75	Reassignment Pay: \$4,430.40	Recruitment Bonus Pay: \$11,358.40	Retention Pay: \$2,014.60	Exceptional Job Performance Pay: \$3,571.20	
Workers' Comp Payouts: \$3,216,241.68	Vacation Pay - Earned Value: \$19,053,990.42	Vacation Days Earned: 112,790.9	Vacation Used Expense: \$17,728,535.46	Vacation Days Taken: 105,755.5	
Workers' Comp Days Used: 3,550	Sick Leave Days Earned: 88,991.5	Reg. Sick Leave Used Expense: \$7,212,902.33	Reg. Sick Leave Days Used: 46,041.8	Converted Sick Leave To Vacation Used Expense: \$1,773,134.75	
	Sick Leave -Earned Value: \$14,048,730.74	Converted Sick Leave To Vacation Days Used: 9,810.7	Avg. Sick Leave Days Per EE: 8.34		
Injury Leave Used Expense: \$25,020.23	Injury Leave Days Used: 170.6	Classification Appeals:	Reclassifications Up (Filled): 149 Up (Vacant): 25	Grievances Contract Grievances: 109 Disciplinary: 73	
Funeral Leave Used Expense: \$181,482.84	Funeral Days Used: 1,123.9	Extraordinary Pay: \$30,496.80	Down (Filled): 19 Down (Vacant): 6 Lateral (Filled): 4	Language: 36 Non-Contract Grievances: 5 Disciplinary: 2	
Jury Leave Used Expense: \$13,271.53	Jury Leave Days Used: 84.0	Special Duty Pay: \$8,723.20	Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$983,059.00	Language: 3 Arbitrations: 2	

<sup>\*</sup> based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

### Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

	2 2		
Females: Current Year (FY '07) RUU: N	A Minorities: Current Year (FY '07) RUU:	79	<b>PWD:</b> Year (FY '07) RUU: 322
Current Year (FY '07) Goal: N	A Current Year (FY '07) Goal:	13	Current Year (FY '07) Goal: 68
Goal Achievement (FY '06): Yes, 1	Goal Achievement (FY '06): No	o, 11/3	Goal Achievement (FY '06): No, 6/-16

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006